

## REPORT ON PERSONNEL AND CIVIL SERVICE

Establishment of Definite Noncareer Executive Group (Recommendation Nos. 1-5). This Agency is relatively free of the problems which these recommendations are designed to relieve. To the extent that they do exist, remedy has been available through the exercise of its appointment authority and other special authorities possessed by the Director of Central Intelligence to accomplish the objectives of Recommendation Nos. 1, 2 and 3. It is believed that the approval of higher salary rates (Recommendation 4) and review of the conflict of interest laws (Recommendation 5) would further contribute to their solution.

Establishment of a Senior Civil Service Group (Recommendation No. 6). Although not explicitly stated, this proposal seems to be directed to the competitive service. If the plan were adopted with some provision for interchange among merit systems or to operate as a separate system across all departmental and agency lines, it is doubtful that the security problems inherent in such interchange of personnel and the rendering of required reports to the proposed Civil Service Board concerning candidates for or members of the group could be resolved to permit full participation by this Agency.

Training and Managerial Development at Lower Levels (Recommendation No. 7). This Agency now conducts executive development programs at junior and senior levels which are comparable in many respects to the recommendations made. Participation by this Agency in a government-wide program would involve the security problems noted above in connection with the proposed Senior Civil Service.

Improving Large-Scale Employment Practices (Recommendation No. 8). This Agency is excepted from the pertinent provisions of the Classification Act of 1949, as amended. As a matter of policy, Classification Act and wage board schedules established by other departments and agencies have been employed as appropriate. No objections to continuing this policy are foreseen in the event these recommendations are approved.

Recruitment, Examination, Appointment and Performance Evaluation (Recommendation Nos. 9-11). (Recommendations related to recruitment, examination and appointment are directed to the competitive service.) This Agency is exempted from the Performance Rating Act of 1950, as amended, and has adopted a system of personnel evaluation which serves to identify the same groups of employees as indicated in the proposed system.

Separations and Reductions in Force (Recommendation Nos. 12-13). Since the provisions of the Lloyd - LaFollette Act are applicable only to employees in the classified civil service, much of Recommendation No. 12 does not apply in this Agency. It is agreed that providing simple and equitable appeal and removal procedures and improving supervisory handling of such cases are important steps to be taken. The proposed changes with respect to reduction in force procedures place undue weight on the possession of competitive civil service status by employees in a totally excepted organization in which most employees have no opportunity to obtain such status. Adoption of this feature of the recommendation would make it difficult to ensure the retention of the most competent employees in this Agency in the event of a reduction in force.

Various Problems (Recommendation Nos. 14-19). The objective of recognizing the merit principle through the operation of merit systems designed to meet particular requirements seems desirable and it is considered that the personnel program of this Agency is compatible with this principle. In connection with the proposed review of personnel systems outside of the competitive civil service by the President's Adviser on Personnel Management, it is noted that careful consideration of security factors inherent in any external review of Agency activities would be a prerequisite to such inspection.